

CAREER SUCCESS EQUITY PROGRAM

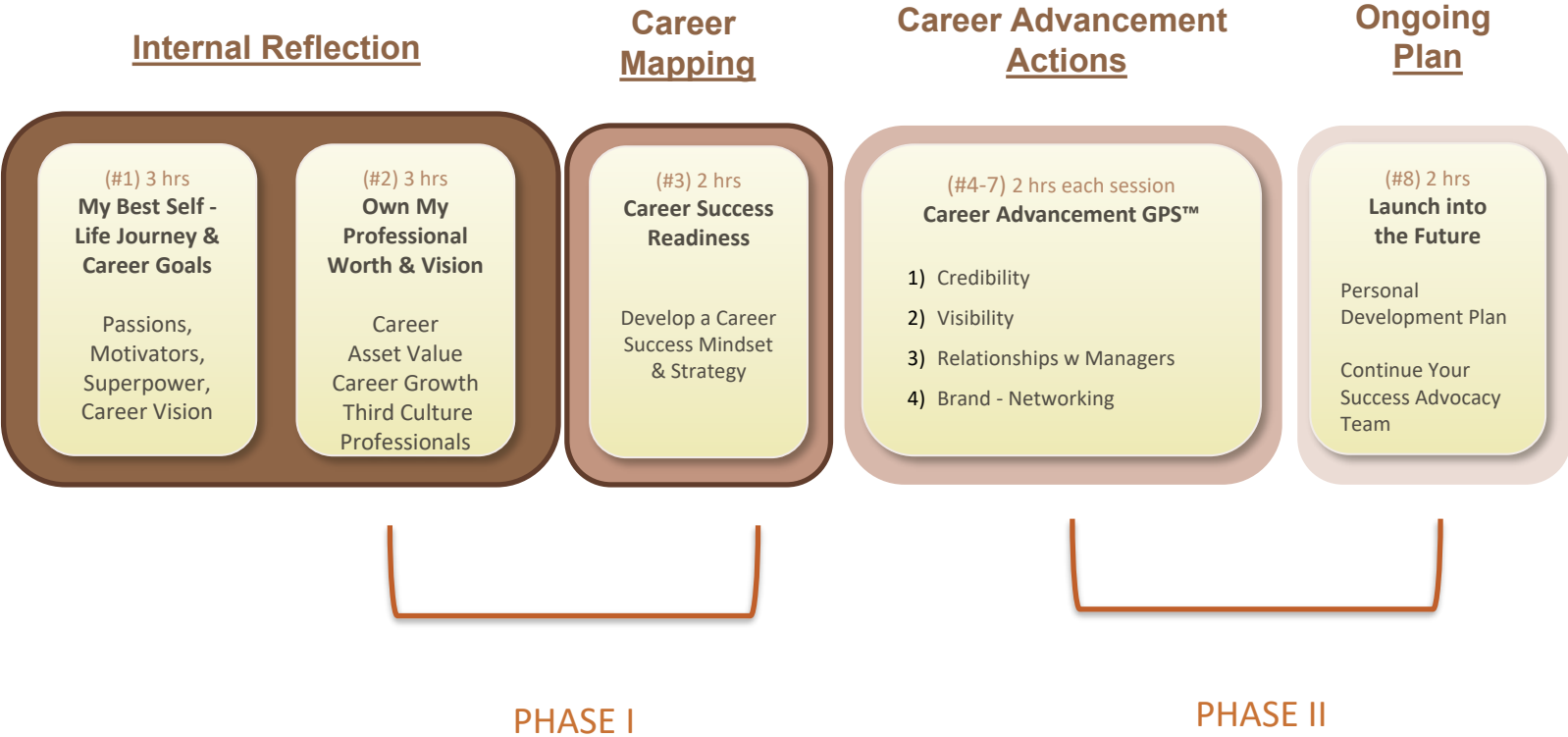


Participant Session #4 Workbook

January 14, 2025

Career Success Equity Program
Program Transition

From Internal Reflection to External Actions



Reflection Notes on Phase I

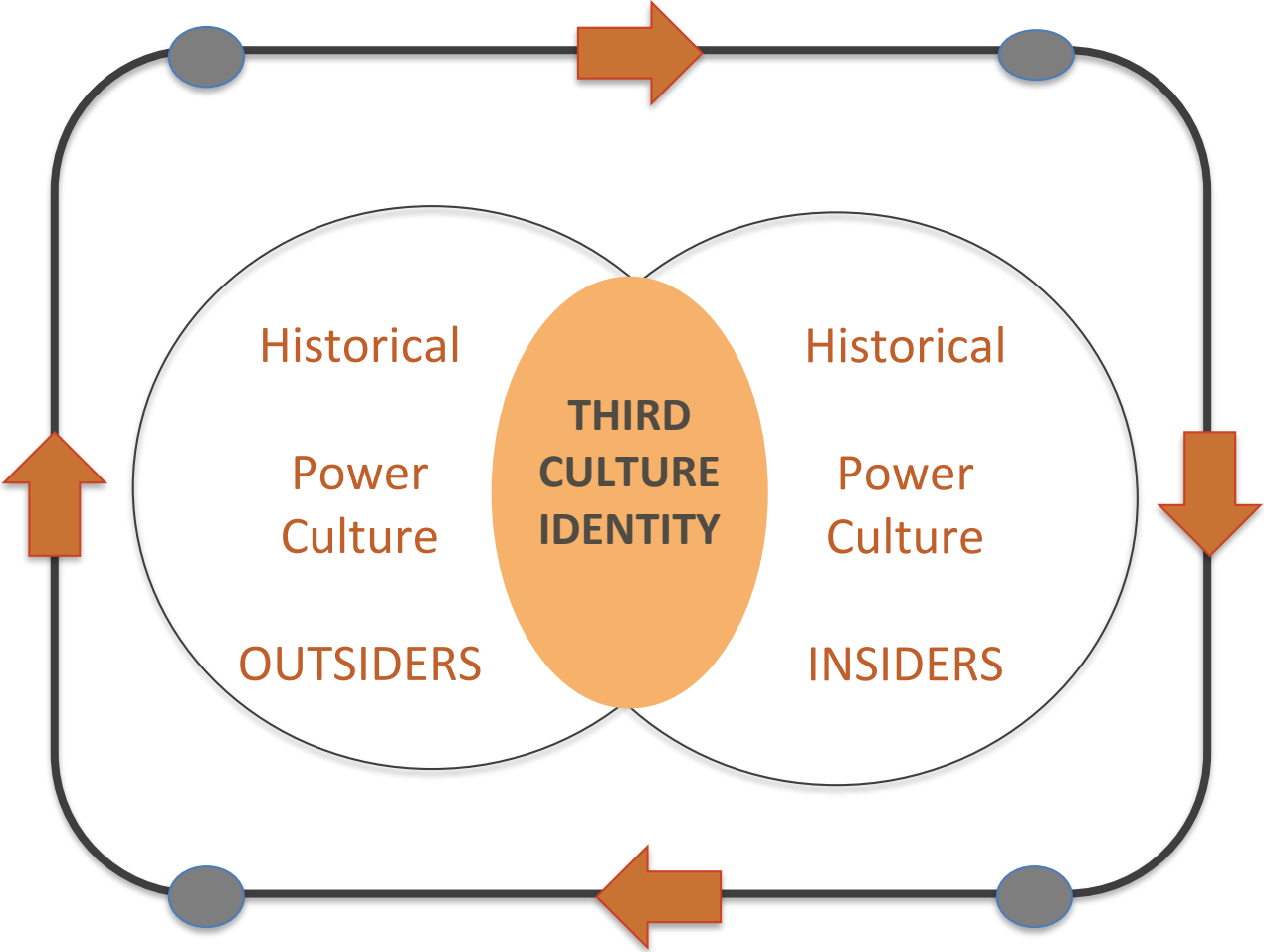
PHASE II

EXTERNAL ACTIONS

Career Advancement Guideposts

CREDIBILITY
Work content quality /
speaking up in team
mtgs

VISIBILITY
Strategic projects/
official presentations



REPUTATION
Active management of
your professional brand

RELATIONSHIPS
Social connections /
mentors & sponsors

Factors of Credibility

Credibility is about your Capabilities

- Competence/Ability
- Knowledge
- Skills
- Performing at or above expectations

Credibility is about Emotional Trust

- Reliable
- Trustworthy
- Keeps your word
- Supports others
- You do what you say you will do

Subject Matter Expert (SME)

- Builds your credibility in the organization
- Ensures you are the go-to person for critical organization needs
- Increases professional development
- Establishes strong foundation for career advancement

Assess Your Credibility

- List Top 3 Factors of Credibility (SME) in Your Current Role
- Rate Your Credibility: H / M / L
- Explain Your Self-Rating

- What Credibility factors do you need to START to build to align with your Best Self Career Vision Career Advancement Readiness (either in current trajectory or pivot)?

Refer to your Pre-work

Mindset Shifts to Strengthen your Credibility / SME

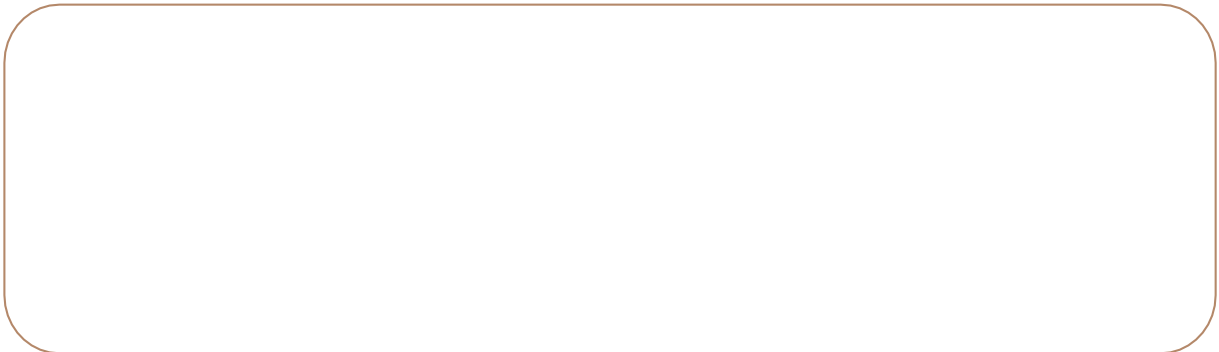
Supports Your Credibility	Diminishes Your Credibility

Strategies to Build Your Credibility / SME

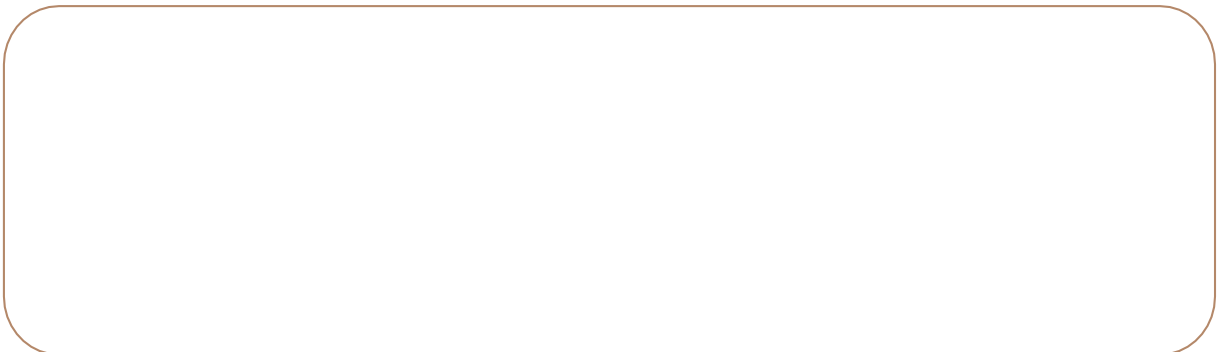
CONTINUE



START

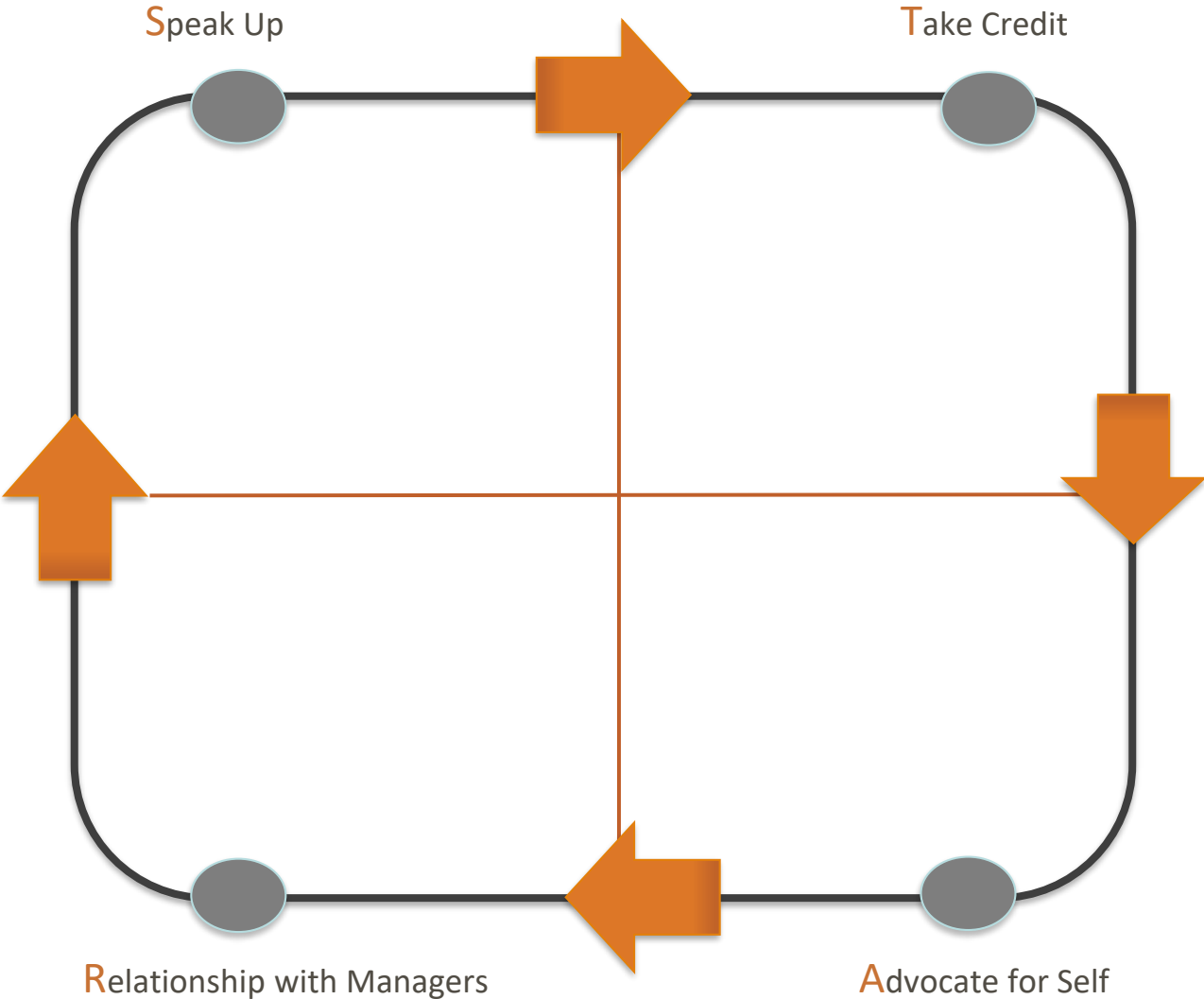


STOP



Actions to Build My Credibility

Advancement = e + C + STAR



Refer to your Pre-work

e= education
C= competence (technical)

My Action Plan

WHAT WILL I TAKE **ACTION** ON?

WHAT I WILL TALK ABOUT WITH MY **MANAGER** / WHAT HELP & SUPPORT DO I SEEK?

HOW CAN MY **ACCOUNTABILITY PARTNERS** HELP ME? WHERE DO I NEED HELP?

Notes